

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

5-CA-289978

Date Filed

2/1/2022

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer University of Maryland Capital Region Health Center		b. Tel. No. 301-728-3679
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 901 Harry S. Truman Dr. North Largo, MD 20774	e. Employer Representative Margaret Fisher	g. e-mail margaret.fisher@umm.edu
		h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about January 26, 2022, the Employer, by and through its officers, agents and representatives, has unilaterally changed the terms and conditions of employment applicable to bargaining unit employees, effective February 25, 2022. Specifically, the Employer has changed the longstanding practices concerning shift schedules and on-call practices applicable to employees covered by the Service and Maintenance CBA between the Employer and 1199 SEIU United Healthcare Workers East. Moreover, the changes in longstanding past practices are not permitted under the CBA. The changes were announced by the Employer without bargaining with the Union and are made over the Union's objection.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

1199SEIU United Healthcare Workers East, C/O Taren Peterson

4a. Address (Street and number, city, state, and ZIP code) 4301 Garden City Drive Suite 202 Landover, MD 20785	4b. Tel. No. 301-341-0000
	4c. Cell No. 443-615-2711
	4d. Fax No. 410-332-1291
	4e. e-mail taren.peterson@1199.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements  
are true to the best of my knowledge and belief.

  
(signature of representative or person making charge)

Brian G. Esders, Attorney, 1199SEIU

(Print/type name and title or office, if any)

Address 809 Glencagles Ct., Ste. 301, Baltimore, MD 21286

Date 02/01/2022

Tel. No. 410-321-0990
Office, if any, Cell No. 301-792-0955
Fax No. 410-321-1419
e-mail besders@abatolaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.